

SECRET
Security Information

DATE: _____

TO : Chief of Station, [REDACTED] 25X1A

FROM : Chief, FE

SUBJECT : General - Administration 25X1A
Specific - KUBARK Career Service Situation

REFERENCE: [REDACTED]
to Chief FE, same subject, dtd 20 July 1953.

25X1A

1. [REDACTED] Personnel Policy, sets forth the distinction between temporary and career employees. The permanent staff of career employees of the organization are appointed for career service, and this career staff includes all career employees of the organization whether on duty in headquarters or in the field. 25X1A

[REDACTED]
Program, set forth the basic policies governing the Career Service Program. This Program includes all career employees (staff employees and staff agents) of the organization whether on duty in headquarters or in the field. All staff employees and staff agents participate in the program, so long as they satisfactorily carry out its obligations and are thereby entitled to receive corresponding benefits.

3. The Junior Officer Training Program is supervised by the Director of Training. Its purpose is to provide for the career preparation of new personnel in the junior professional grades. Career preparation consists of individually prescribed programs of training and on-the-job experience which may last as long as two years. After completion of career preparation, Junior Officers are permanently assigned to an office or senior staff of the organization, are entirely under the jurisdiction of its Career Service Board with respect to their career development, and are without any special status or privileges. They are like any other career employees under the career service program and whatever distinction they may achieve will be the result of their abilities and accomplishments in competition with other career employees.

SECRET

DATE: 20 July 1953

C O P Y

TO : Chief, FE

FROM : Chief of Station, [REDACTED]

25X1A

SUBJECT: General - Administration Attn: Office of Training
 Specific - KUBARK Career Service Situation

25X1A

1. It has come to the attention of [REDACTED] that there may have been developments concerning the career service program and its offshoots which may be of great interest to all persons serving here. This station therefore requests confirmation, denial, or a detailed explanation concerning the information which it has received to this date.

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2. It is the understanding of [REDACTED] that the civilian portion of KUBARK is roughly divisible into two distinct groups - the contract or limited term employees and the staff or career employees. The long range program has, to this date, envisaged the transformation of the present staff employee into a career employee, based upon the findings of the Career Service Board. There is also a concurrent program, which is training a nucleus of well-rounded intelligence officers, called the Junior Officers Training Program. This program is supervised by the Director of Training, and it is presumed that the executive positions within the KUBARK framework will ultimately be staffed by the products of this program. This group will also form the hard core of the Organization, which will remain in the event of the need for reducing the size and scope of the Organization. The Junior Officer Training Program differs from the career employee in that although there have as yet been no appointments made by the Career Service Board, appointments and commitments have been made to some four hundred individuals as participants in the Junior Officers Training Program.

3. It would be greatly appreciated by this station if the line of demarcation between the normal staff employee and the Junior Officer Trainee or Career Service Officer could be distinctly and clearly drawn for the edification of all concerned at [REDACTED]. In addition, any further information concerning these and kindred programs will be of continuing interest here.

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Originated by [REDACTED]

Coordinated with [REDACTED]

Administration